



2022 SEBB Pre-Annual Open Enrollment (OE)

School Employees Benefits
Outreach & Training
October 1, 2021.

Washington State
Health Care Authority

SCHOOL EMPLOYEES BENEFITS BOARD

Agenda

- 1 2022 Annual OE
- 2 2022 SEBB Premiums
- 3 2022 SEBB Benefit changes
- 4 2022 Medical FSA/DCAP
- 5 2022 Rule changes
- 6 SEBB My Account (SMA)
- 7 Contact Information
- 8 Reminders, Tips & Resources



SEBB Program Communications

Annual Open Enrollment: **October 25** through **November 22, 2021**.
New elections effective: **January 1, 2022**.

Communications

SEPT
24

- SEBB open enrollment information available on the OE webpage.
- SEBB Virtual Benefits Fair (VBF) & Ask ALEX available 24/7.

OCT
12

- SEBB Intercom newsletters (employee and Continuation Coverage) will be mailed/ emailed to employees and those who subscribed to the email subscription.

OCT
19

- SEBB spousal surcharge letters mailed to employees who may have to reattest to the premium surcharge.

OCT
22

- SEBB dual enrollment letter mailed to employees who are dual enrolled.

OCT
25

- 2022 SEBB forms posted online.

Communications

Health Care Authority is hosting a Facebook Live event for school employees.

- Attend to learn about plan changes, get answers, and more...
- Visit the Health Care Authority's Facebook page
 - **November 02, 2021, at 4:00 p.m.**
 - facebook.com/WAHealthCareAuthority/

The Facebook logo, consisting of the word "facebook" in white lowercase letters on a blue rectangular background.

SEBB Program provides email messages to forward to employees

- Sent through GovDelivery before and throughout open enrollment
- Must be registered in GovDelivery to receive email messages

Sign Up for GovDelivery

SEBB benefits administrator's webpage

- Notices and updates
 - Register for GovDelivery

The screenshot displays the Washington State Health Care Authority (HCA) website for SEBB benefits administrators. The page features a navigation bar with links for Search, Home, About HCA, Contact HCA, and In crisis? Below the navigation bar, the breadcrumb trail reads 'Home > SEBB Benefits Administrators > Notices and updates'. The main heading is 'SEBB benefits administrators', with a 'SEBB My Account' button. A secondary navigation bar includes 'Forms & publications', 'Notices & updates' (highlighted), 'Find answers (Fuze)', 'Sign up for notices', and 'Contact us'. A yellow banner at the top of the main content area states: 'Due to COVID-19, HCA's lobby is closed. Learn more about HCA's customer service options during the pandemic.' The 'Notices and updates' section is titled and includes a sub-header 'Stay current with the latest news and updates impacting the benefit administrator (BA) role with SEBB by signing up for the GovDelivery email service.' A green box with a yellow border contains the text 'Stay up-to-date on SEBB benefits information.' and a 'Register for GovDelivery' button. Below this, there are three expandable sections: 'SEBB My Account (SMA) program updates', 'Notices', and 'COVID-19 guidance'. The 'Forms and publications' section lists links for 'SEBB Program implementation timeline', 'SEBB Program implementation guide', and 'SEBB Program Informational Materials packet'. The 'Related links' section includes a link for 'FAQs for school administrators'.

Employee OE Communications

Employees can also find information:

- The October edition of the SEBB Intercom Newsletter
 - Mailed/mailed **October 12, 2021.**
 - Only 2022 open enrollment notice to school employees.
 - Information available on the SEBB Program OE webpage on **September 24, 2021.**

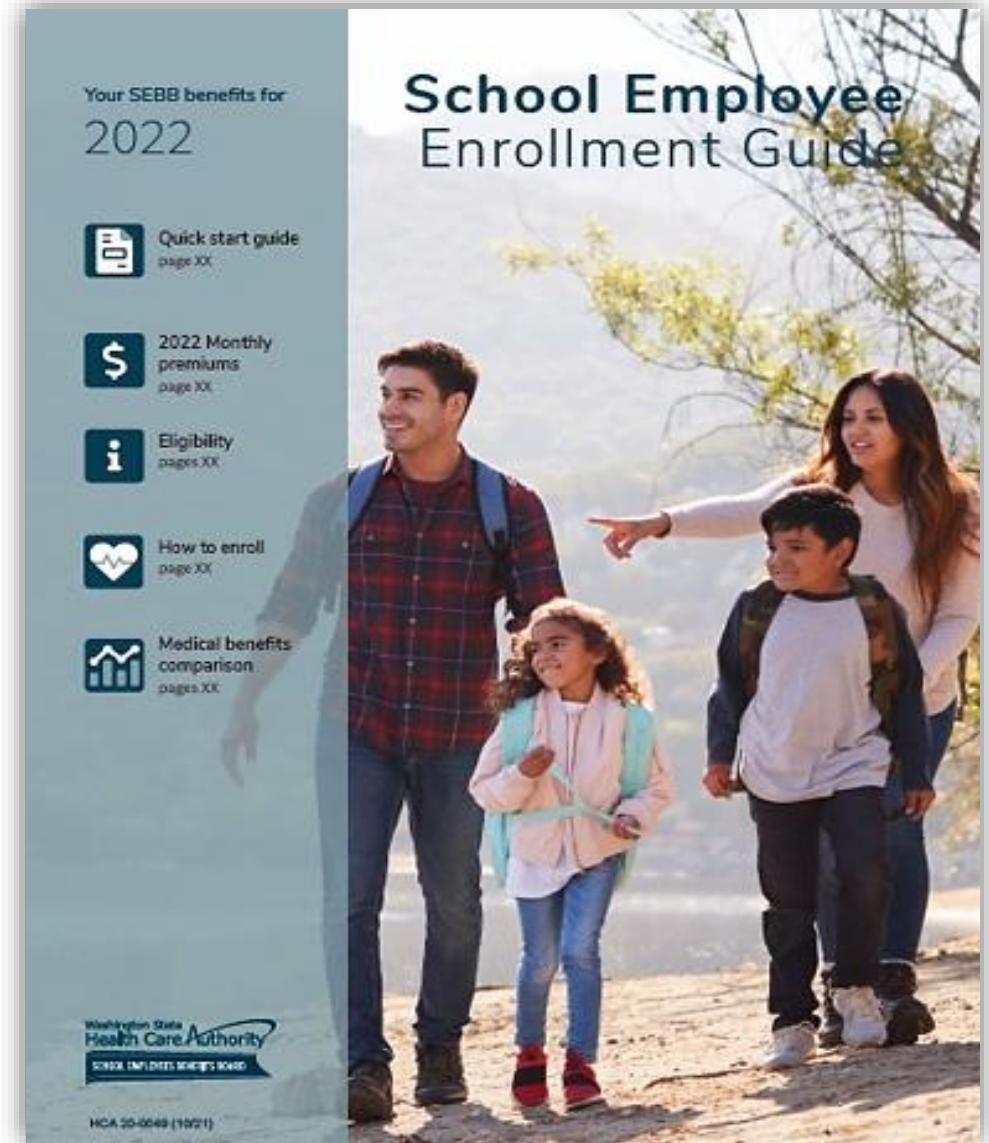


Important Info on annual OE, dates, vbf, changes to health plan and premiums
hca.wa.gov/employee-retiree-benefits/sebb-open-enrollment

2022 SEBB Employee Enrollment Guide

SEBB Employee Enrollment Guide will be posted online & available upon request on **November 19, 2021.**

- Intended for newly eligible school employees for 2022.
- Order materials on the BA webpage
 - Forms and publications





2022 SEBB Annual Open Enrollment (OE)

Due to COVID-19, HCA will not be offering in-person benefit fairs.

Employee and retiree benefits

Forms & publications News Wellness PEB Board SEB Board Rules & policies Contact

News

Open enrollment (SEBB)

Open enrollment webinars (SEBB)

Newsletters (PEBB)

Newsletters (SEBB)

Virtual benefits fair (PEBB)

Virtual benefits fair (SEBB)



Due to COVID-19, HCA's lobby is closed. Learn more about [HCA's customer service options during the pandemic](#).

Open enrollment (SEBB)

Find information to help you make your benefits decisions for 2022. Open enrollment is October 25 through November 22, 2021. Forms and SEBB My Account will be available October 25.

On this page

[About benefits and plan changes](#)

[Benefits changes](#)

[Premiums](#)

[Benefit information](#)

[Benefits fairs and webinars](#)

About benefits and plan changes

Explore what's changed, find information about changes that is specific to you, and learn how to make changes.

[Where do I find changes that affect me?](#)



[What changes can I make?](#)



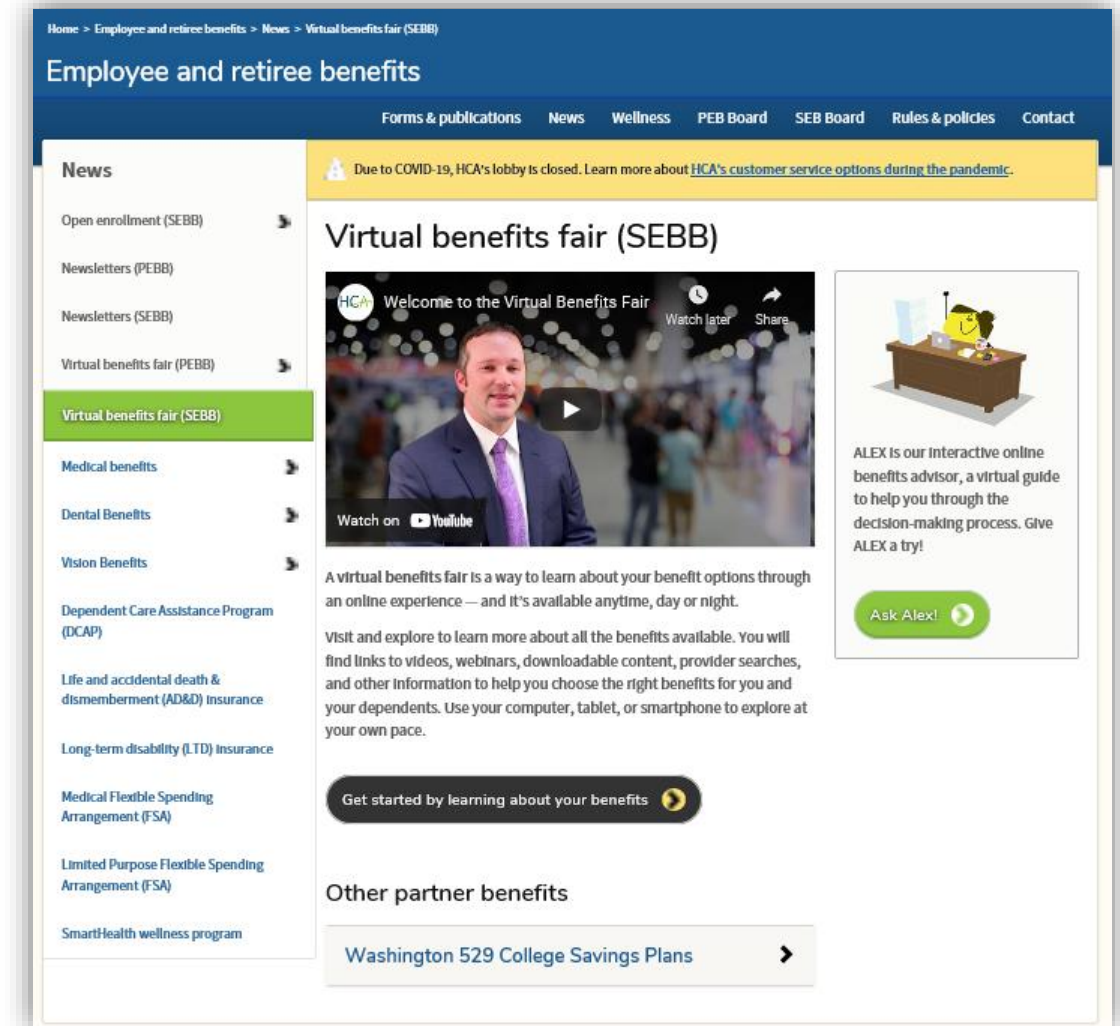
[How do I make changes?](#)



Virtual Benefits Fair 24/7

Online virtual benefits fair provides:

- Benefits options and availability
- Plan comparisons
- Upcoming Webinars and videos links
- Downloadable content
- Access using your computer, tablet, or smartphone
- 2022 benefit information updated on **September 24, 2021**



Due to COVID-19, HCA will not offer in-person benefit fairs.

hca.wa.gov/employee-retiree-benefits/virtual-benefits-fair-sebb

ALEX 24/7

ALEX-Interactive online benefits advisor:

- Helps employees understand their benefits
- Guides employees through the decisions-making process
- Suggest available health plans
- 2022 benefit information updated on **September 24, 2021**, and available year around.



ALEX is our interactive online benefits advisor, a virtual guide to helping you through the decision-making process. Give ALEX a try!

Ask Alex!



What Can Employees Do During OE?

Employees are not required to make any changes to their health plans during OE:

- Unless their health plan is no longer available
- Unless dual enrolled in both SEBB or PEBB programs

Employees who did not make any changes **will remain enrolled** in their current health plan for 2022.

- Employees covering a spouse or state-registered domestic partner (SRDP) on their 2022 medical coverage may have to reattest
- Employees who choose to participate in the Medical FSA or DCAP program must enroll or re-enroll **every year**.

Important change: Dual enrollment and employee-paid LTD changes coming January 1, 2022.

What Can Employees Do During OE? (cont.)

Employees may:

- Change medical, dental and vision plans
- Add or remove dependents from medical, dental and vision plans
 - Dependent verification (DV) documents are required to enroll dependents
 - List of acceptable documents are available on the BA website (Policy 31-1)
- Waive medical coverage
 - If enrolled in other employer-based group medical, a TRICARE plan, or Medicare.
 - If dual enrolled in PEBB medical only if enrolled in PEBB dental.
 - Employees also waives enrollment in SEBB dental and vision.

Dual enrollment and employee-paid LTD changes coming January 1, 2022.

What Can Employees Do During OE? (cont.)

Employees may:

- Enroll in medical coverage if previously waived SEBB medical
 - Does not require proof of other coverage
- Change employee-paid LTD elections
 - Remain enrolled in default 60% employee-paid coverage plan
 - Reduce or decline employee-paid LTD
- Choose either the PEBB or SEBB Program for their medical, dental, and vision plans if dual enrolled
 - Must waive enrollment in the other program

Dual enrollment and employee-paid LTD changes coming January 1, 2022.

Changes That Can Be Made All Year

Employees may enroll in or make changes at any time to:

- Supplemental Life, AD&D and employee-paid Long-Term Disability (LTD) insurance
 - Evidence of Insurability (EOI) and Insurance carrier approval may be required.
- Subscribe to receive SEBB Program emails
 - SEBB My Account>Click Profile> Contact info>add their email address
 - Click Coverage Summary>Click the checkbox "*You wish to receive email notifications from the SEBB Program.*"



2022 SEBB Medical Plans

Effective: **January 1, 2022.**

2022 SEBB Medical Premiums (KP)

Kaiser Permanente	09/01/21 through 08/31/22	Employee Contributions: CY 2021/2022							
Plan Name	Base Rate	Employee		Employee and Spouse/ Partner		Employee and Child(ren)		Full Family	
		2021	2022	2021	2022	2021	2022	2021	2022
Kaiser Permanente NW 1	\$968	\$39	\$50	\$78	\$100	\$68	\$88	\$117	\$150
Kaiser Permanente NW 2	\$968	\$52	\$69	\$104	\$138	\$91	\$121	\$156	\$207
Kaiser Permanente NW 3	\$968	\$119	\$136	\$238	\$272	\$208	\$238	\$357	\$408
Kaiser Permanente WA Core 1	\$968	\$16	\$39	\$32	\$78	\$28	\$68	\$48	\$117
Kaiser Permanente WA Core 2	\$968	\$21	\$44	\$42	\$88	\$37	\$77	\$63	\$132
Kaiser Permanente WA Core 3	\$968	\$91	\$119	\$182	\$238	\$159	\$208	\$273	\$357
Kaiser Permanente WA SoundChoice	\$968	\$51	\$76	\$102	\$152	\$89	\$133	\$153	\$228
Kaiser Permanente WA Options Access PPO 1	\$968	\$66	\$104	\$132	\$208	\$116	\$182	\$198	\$312
Kaiser Permanente WA Options Access PPO 2	\$968	\$97	\$133	\$194	\$266	\$170	\$233	\$291	\$399
Kaiser Permanente WA Options Access PPO 3	\$968	\$146	\$185	\$292	\$370	\$256	\$324	\$438	\$555

Note: Purple numbers indicate an increase in monthly premiums for 2022.

Base Rate due to HCA even if an employee chooses to waive medical coverage.

hca.wa.gov/assets/perspay/SEBB-Fall-Rate-Letter-2022.pdf

2022 SEBB Medical Premiums (Premera)

Premera Blue Cross	09/01/21 through 08/31/22	Employee Contributions: CY 2021/2022							
Plan Name	Base Rate	Employee		Employee and Spouse/ Partner		Employee and Child(ren)		Full Family	
		2021	2022	2021	2022	2021	2022	2021	2022
Premera Blue Cross High PPO	\$968	\$76	\$87	\$152	\$174	\$133	\$152	\$228	\$261
Premera Blue Cross Peak Care EPO	\$968	\$37	\$41	\$74	\$82	\$65	\$72	\$111	\$123
Premera Blue Cross Standard PPO	\$968	\$28	\$37	\$56	\$74	\$49	\$65	\$84	\$111

Note: Purple numbers indicate an increase in monthly premiums for 2022.

Base Rate due to HCA even if an employee chooses to waive medical coverage.

hca.wa.gov/assets/perspay/SEBB-Fall-Rate-Letter-2022.pdf

2022 SEBB Medical Premiums (UMP)

Uniform Medical Plan	09/01/21 through 08/31/22	Employee Contributions: CY 2021/2022							
Plan Name	Base Rate	Employee		Employee and Spouse/ Partner		Employee and Child(ren)		Full Family	
		2021	2022	2021	2022	2021	2022	2021	2022
Uniform Medical Plan Achieve 1	\$968	\$33	\$37	\$66	\$74	\$58	\$65	\$99	\$111
Uniform Medical Plan Achieve 2	\$968	\$98	\$101	\$196	\$202	\$172	\$177	\$294	\$303
Uniform Medical Plan High Deductible	\$968	\$25	\$25	\$50	\$50	\$44	\$44	\$75	\$75
Uniform Medical Plan Plus - PSHVN	\$968	\$68	\$77	\$136	\$154	\$119	\$135	\$204	\$231
Uniform Medical Plan Plus - UW	\$968	\$68	\$77	\$136	\$154	\$119	\$135	\$204	\$231

Note: Purple numbers indicate an increase in monthly premiums for 2022.

Base Rate due to the HCA even if an employee chooses to waive medical coverage.

hca.wa.gov/assets/perspay/SEBB-Fall-Rate-Letter-2022.pdf



2022 Health Savings Account (HSA)

Effective: **January 1, 2022.**



High Deductible Health Plan (HDHP) w/Health Savings Account (HSA)



The HSA employer contribution amount **remains the same** for 2022 plan year:

- \$375.00 per year (\$31.25 per month) for individual
- \$750.00 per year (\$62.50 per month) for a Family

No Change

HDHP w/HSA: Contribution Amounts

IRS maximum employee contribution amounts for 2022:

- Single contribution amount
 - **Increased to \$3,650** (up from \$3,600)
- Family contribution amount
 - **Increased to \$7,300** (up from \$7,200)
- Employees age 55 or older may contribute additional \$1,000 per year.



Submit *School Employee Authorization for Payroll Deduction to Health Savings Account* form to their payroll and benefits office.

Reminder: All contributions and the SmartHealth wellness incentives, if earned, may not exceed the IRS maximum.

Employees can increase or decrease HSA contributions at anytime of the year.

UMP High Deductible Changes



Employees who enroll in UMP High Deductible will now have access to a new benefit: **Limited Purpose FSA**.

- Set aside pre-tax funds for dental and vision expenses **only**
 - Saving your HSA funds for medical expenses.
- Choose to set aside between \$120 and \$2,750 for 2022.

UMP High Deductible-IRS changes



IRS Notice 2019-45 expands the list of preventive care benefits the UMP High Deductible plan can cover before a member meets their deductible.

Chronic Condition	Preventive Care Covered	Coverage Available Under	2022 UMP Coverage
Asthma	Peak flow meter	Medical	<p>- Deductible is waived</p> <p>- Member only pays coinsurance until their out-of-pocket limit is met</p>
Diabetes	Glucometer	Medical* or Pharmacy <small>*some specific glucometers will be grandfathered</small>	
Diabetes	Hemoglobin A1c testing	Medical	
Diabetes	Retinopathy screening	Medical	
Heart Disease	Low-density lipoprotein testing	Medical	
Hypertension	Blood pressure monitor	Medical	
Liver Disease and/or Bleeding Disorders	International Normalized Ratio (INR) testing	Medical	

Services & items may still be subject to cost sharing (coinsurance, copayment, etc.).



2022 SEBB Medical Plans

Effective: **January 1, 2022.**



Kaiser Permanente Plan Changes

Kaiser Permanente of the Northwest (KPNW)

Kaiser Permanente of Washington (KPWA)

Kaiser Permanente of Washington Options

Effective: **January 1, 2022.**



KPNW 2022 Benefit Changes

Naturopathy Benefits:

- Visits will be covered under primary care
 - No longer covered under specialty care
- Subject to primary care copay, varies by plan
- No visit limit
- No dollar max per plan year
- Changing to self-referred only
 - No provider referral required

KPNW 2022 Benefit Changes cont.



Rehabilitation Services:

- Allows self-referrals
- No longer requires prior authorization
- Outpatient Physical, Speech, and Occupational Therapies will have:
 - Combined **60 visits** total per plan year
- Subject to Specialty Care copay, varies by plan

KPNW 2022 Benefit Changes cont.

Acupuncture Benefits:

- Adding self-referrals

Physician Referred visit limit	Self-referred visit limit	Copay
Unlimited	20 visits per year	Specialty care copay, varies by plan

KPNW 2022 Benefit Changes cont.

Massage Benefits:

- Self-referrals allowed
- No dollar limit maximum

Visit limit	Copay
20 visits per year	\$25

KPNW 2022 Benefit Changes cont.

Dental Services for Potential Transplant Recipients:

- Referral required for a covered transplant evaluation.
- Services authorized by KP's National Transplant Services team.
 - Team approves transplant such as kidney, liver, bone marrow, etc.
- Coverage adds routine dental services necessary to ensure the member is clear of infection prior to being placed on a transplant waitlist.

KPNW 2022 Benefit Changes cont.

Insulin:

- Out-of-pocket maximum cap for each insulin prescription fill:
 - \$75 (down from \$100)
- Does not change drug tier or related tier costs.
- Member paying an amount less than \$75 will continue to pay the lower cost share.
- Change for all plan offerings.

New in-network provider:

- Adding PeaceHealth Southwest Medical Center as an in-network provider.



KPWA & KPWA Options 2022 Benefit Changes

Effective: **January 1, 2022.**



KPWA & KPWA Options Changes

In-home Infusion Therapy:

- Adding in-home infusion therapy through network providers
- No cost shares for administration of infused medication in a home setting
- Cost share required for prescription drugs cost.
- Out-of-network providers are no longer covered under the KPWA Options Access PPO plans

KPWA & KPWA Options Changes cont.



Urine Drug Screenings:

- Covering two Urine drug screenings in full per year
 - Not subject to the annual deductible
- Removing cost shares
- \$0 copay per plan year
- No diagnosis code restrictions
- Includes urine drug screenings for employment

KPWA Options Changes

Removing annual out-of-network maximum out-of-pocket limit:

- Access PPO 1: \$9,000/Enrollee or \$18,000/family unit
- Access PPO 2: \$7,000/Enrollee or \$14,000/family unit
- Access PPO 3: \$5,000/Enrollee or \$10,000/family unit

KPWA Provider Changes

Network status of several large providers changing:

- Removal of Kittitas Valley Medical Center as in-network provider
- KPWA Options members will have out-of-network coverage only.
- Removal of MultiCare health system as HMO network provider in:
 - Spokane area
 - Affects members enrolled in Kaiser Permanente's health maintenance organization (HMO) plans:
 - Kaiser Permanente WA Core 1, 2, and 3

Please confirm network provider status at KPWA at 1-888-901-4636 (TTY: 1-800-833-6388).



Premera Blue Cross Plan Changes

Premera Blue Cross High PPO

Premera Blue Cross Peak Care EPO

Premera Blue Cross Standard PPO

Effective: **January 1, 2022.**



Premera 2022 Benefit Changes

Adding Quit for Life tobacco cessation program:

- No cost to members
- Unlimited phone coaching
- Quit smoking medications
- Quit tools

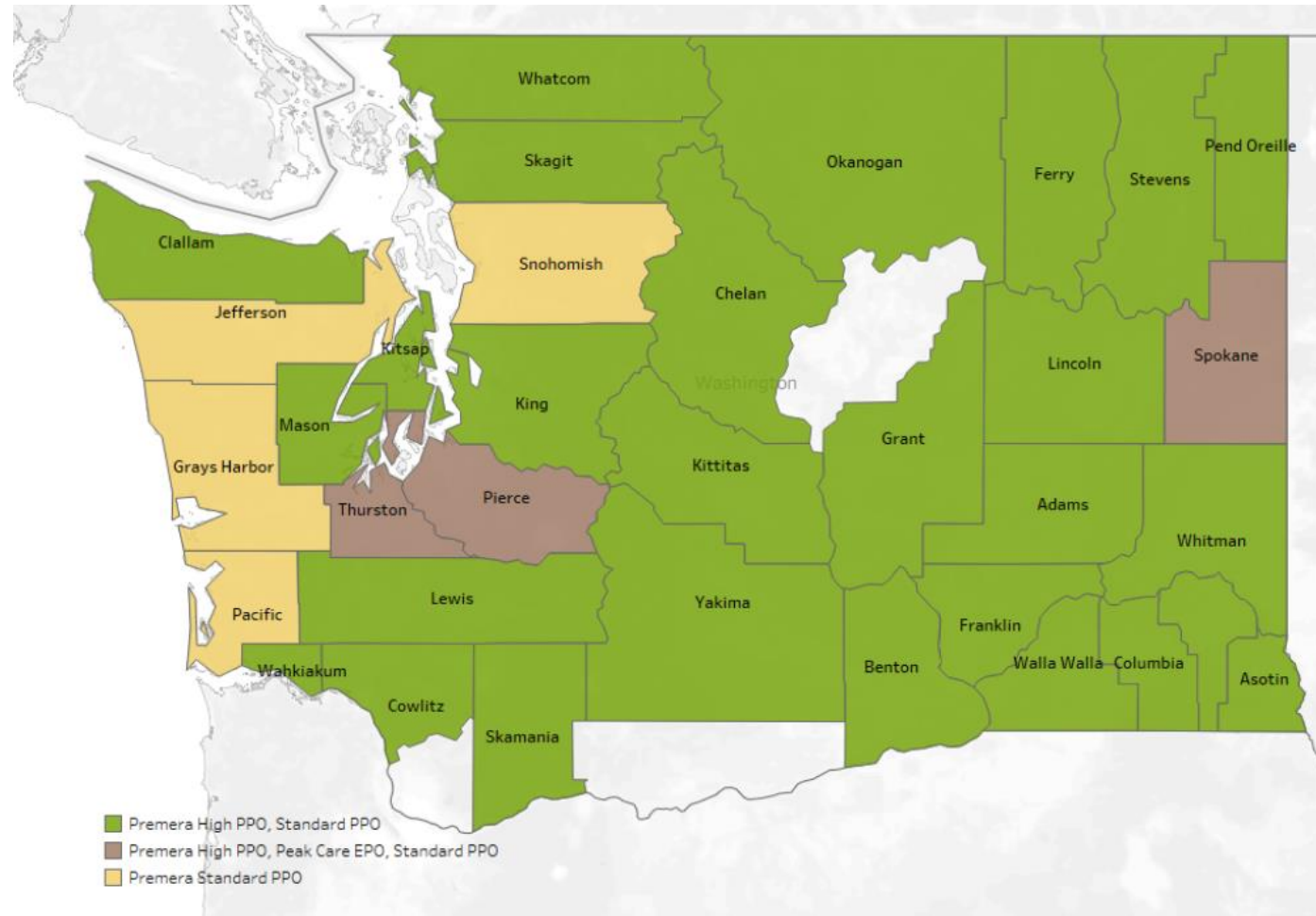
Premera Service Area Expansion



Adding Kittitas County to the Premera High PPO and Standard PPO service areas

Questions: Contact Premera at 1-800-807-3710.

Premera Blue Cross Service Areas





Uniform Medical Plan (UMP) Plan Changes

UMP Achieve 1 & UMP Achieve 2

UMP Plus PSHVN

UMP Plus UW Medicine ACN

UMP High Deductible

Effective: **January 1, 2022.**



UMP 2022 Benefit Changes-All plans



UMP Accumulators:

- When employee enrolled in a UMP plan changes enrollment to another UMP plan during a special open enrollment (excluding open enrollment)
 - Amounts accrued toward accumulator
 - Annual deductibles, out-of-pocket maximums, and benefit or visit limits
 - Transfer (rollover) into the new UMP plan

Aligns with how the Kaiser and Premiera plans apply rollovers.

UMP 2022 Benefit Changes-All plans



Mental Health Parity:

- Ensures compliance with federal parity laws for:
 - Mental health/substance use disorder benefits
 - Medical/surgical benefits
- Removes coinsurance for mental health and substance use disorder inpatient professional services
 - UMP Achieve 1 & 2, and UMP Plus
- No changes to UMP High Deductible Health Plan (HDHP)
 - No coinsurance for these services

UMP 2022 Benefit Changes-All plans



Continuous Glucose Monitors (CGMs):

- Paid under pharmacy benefit
 - No longer paid under medical benefit
- Members currently receiving Continuous glucose monitors (CGMs) through the medical benefit
 - Require a prescription from their provider to receive them through a network pharmacy.

UMP 2022 Benefit Changes-All plans



Chiropractic, Acupuncture, and Massage (CAM):

- UMP plans (except the UMP High Deductible) members pay the copay even if they have not met their deductible
 - UMP High Deductible members must meet the deductible first before the copay applies
- Once out-of-pocket maximum is reached, member copay no longer applies, and the plan pays 100%

	Annual Visit Limit	Copay per Visit*
Chiropractic	24 visits	\$15
Acupuncture	24 visits	\$15
Massage^	24 visits	\$15

*Copays apply only to in-network services. Out-of-network services: 40%-member coinsurance for all UMP plans except UMP Plus, which is 50%-member coinsurance.

^Massage is an in-network only benefit

UMP 2022 Benefit Changes-All plans



UMP members who are dependents of an employed state-registered domestic partner (SRDP).

- Medicare will be the primary payer
- Medicare will remain secondary payer for members age 65 and over:
 - Who have UMP as active employee, or
 - Who are a dependent of a spouse actively employed (regardless of spouse's age)

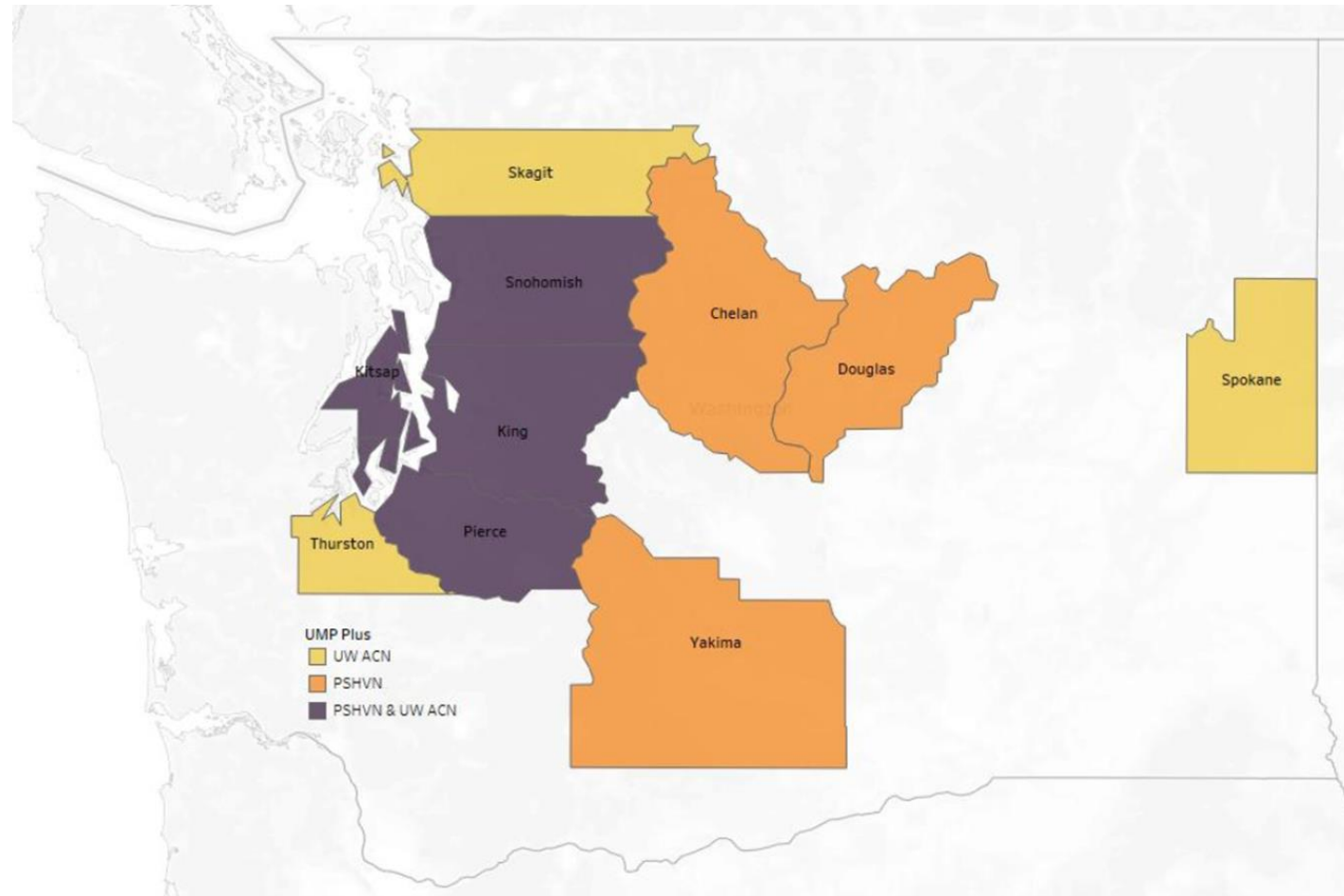
UMP Plus (PSHVN) Changes



UMP Plus–Puget Sound High Value Network (PSHVN)

- Removing Thurston County as of **January 1, 2022**.
 - UMP Plus–UW Medicine Accountable Care Network (ACN) will still be available in Thurston County
 - Multiple notices will be sent to affected members from HCA/UMP
- Members who **do not** make a new plan selection during OE will be defaulted effective **January 1, 2022**.
 - UMP Achieve 1
- Other plans are available in Thurston county

UMP Plus Service Areas





2022 Premium surcharges

Tobacco use premium surcharge

Spouse or SRDP premium surcharge

Effective: **January 1, 2022.**

Tobacco Use Premium Surcharge

Attest or reattest to the premium surcharges (if applicable)

- Tobacco use premium surcharge **will remain at \$25** per-account per month in addition to the monthly medical premium.
 - Regardless of the number of tobacco users enrolled on the account.
 - Can attest anytime throughout the year.

Reminder: No need to reattest unless there is a change in tobacco use status.

No Change

Attest or reattest using SMA or use Premium Surcharge Attestation Change form

Spouse or SRDP Premium Surcharge

Attest or reattest to the premium surcharges (if applicable)

- Spouse or SRDP premium surcharge **will remain at \$50** per month in addition to the monthly medical premium.
 - Employees may have to reattest to the premium surcharge during OE.
 - SEBB Program will mail letters **October 19, 2021**, to those employees who may have to reattest.
 - Employees can choose if they are required to reattest using SEBB My Account starting **October 25, 2021**.
 - Log in to SEBB My Account, click "Premium Surcharge Attestations," and follow the instructions

No Change

Reattest using SMA or use Premium Surcharge Attestation Change Form

2022 SEBB Premium Surcharge Attestation Help Sheet Change

Question #6 will now read:

- Will your spouse's or SRDP's share of the medical premium through their employer be less than **\$114.01** per month in 2022.
 - Up from \$109.26

2

Spouse or state-registered domestic partner coverage premium surcharge

If you are not enrolling a spouse or state-registered domestic partner (SRDP) on your SEBB medical plan, you don't need to complete this questionnaire or attest — this surcharge doesn't apply to you. If you have one enrolled, or you will enroll them on your 2021 SEBB medical plan, you must complete this questionnaire.

Answer Yes or No to Questions 2 through 6 below. You must also check the corresponding boxes in SEBB My Account, on your 2021 enrollment form or on your *2021 SEBB Premium Surcharge Change Form*.

1	Are you covering your spouse or SRDP in a School Employees Benefits Board (SEBB) medical plan under your account in 2021?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2	Will they be eligible for medical coverage through their employer in 2021? (If they will not be employed in 2021, answer NO.)	<input type="checkbox"/> Yes <input type="checkbox"/> No
3	Will their employer offer at least one medical plan that serves their county of residence in 2021?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4	Has your spouse or SRDP elected not to enroll in their employer's medical (including PEBB coverage) in 2021?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5	Will the coverage offered by your spouse's or SRDP's employer in 2021 not be through the SEBB Program or a TRICARE plan? • Answer Yes if their employer does not offer SEBB coverage or a TRICARE plan. • Answer No if their employer does offer SEBB coverage or a TRICARE plan.	<input type="checkbox"/> Yes <input type="checkbox"/> No
6	Will your spouse's or SRDP's share of the medical premium through their employer be less than \$109.26 per month in 2021?	<input type="checkbox"/> Yes <input type="checkbox"/> No

If you answered No to any of these questions, check No and indicate which questions you answered No to on SEBB My Account, your 2021 enrollment form, or your *2021 SEBB Premium Surcharge Change Form*. **You will not be charged the surcharge.**

If you answered Yes to all of these questions, you must complete steps 1 and 2 below to find out whether you will be charged the premium surcharge.

1. Your spouse or SRDP should ask their employer for a 2021 *Summary of Benefits and Coverage (SBC)* for all medical plans that:
 - Serve the county of residence for your spouse or SRDP.
 - Have a monthly premium of less than \$109.26 per month for the employee.
2. Use the 2021 SBC information to answer the questions in the *2021 SEBB Spousal Plan Calculator* online tool on HCA's website at hca.wa.gov/erb. Or, you can download a paper version of the *2021 SEBB Spousal Plan Calculator* from the website and submit it with your 2021 enrollment form or your *2021 SEBB Premium Surcharge Attestation Change Form*.

School employees: If you don't have access to the Internet, you may request a paper version of the *2021 SEBB Spousal Plan Calculator* from your payroll or benefits office.

SEBB Continuation Coverage subscribers: Call the SEBB Program at 1-800-200-1004 (TRS: 711) to request a paper copy.

If using the online 2021 SEBB Spousal Plan Calculator:

- You will get a Yes or No response to whether the premium surcharge applies to you. Enter this response on your 2021 enrollment form or *2021 SEBB Premium Surcharge Attestation Change Form*.

If using a paper version of the 2021 SEBB Spousal Plan Calculator:

- Provide all the information requested by the form.
- Check "Employer to help determine (or SEBB Program for SEBB Continuation Coverage subscribers)" on the 2021 enrollment form or *2021 SEBB Premium Surcharge Attestation Change Form*.
- Include a copy of the *2021 SEBB Spousal Plan Calculator* (not this help sheet) when you submit your form.
- Your payroll or benefits office (for employees) or the SEBB Program (for SEBB Continuation Coverage subscribers only) will use these to help determine whether your spouse's or SRDP's employer-based group medical is comparable to the Public Employees Benefits Board (PEBB) Program's Uniform Medical Plan (UMP) Classic, and if the premium surcharge will apply.

HCA is committed to providing equal access to our services. If you need an accommodation, or require documents in another format, please contact the following. Employees: Your payroll or benefits office. SEBB Continuation Coverage members: The SEBB Program at 1-800-200-1004 (TRS: 711).

How Do I Reattest?

Employees can reattest:

- During Annual Open Enrollment: **October 25 - November 22, 2021**
 - SEBB My Account or submit a paper form to their benefit office
 - Letters will be sent to those employees who must reattest
- During the change period: **November 23 - December 31, 2021.**
 - Submit *SEBB Premium Surcharge Attestation Change* form to their benefit office

Employees who **do not** reattest between **October 25 – December 31:**

- Default to incur the \$50 premium surcharge which will remain in effect for the rest of 2022 plan year.
 - Unless you have a qualifying event to change your attestation.

Surcharge does not apply if waiving SEBB Medical coverage.



2022 SEBB Dental Plans

Eligible school employees pay no monthly premiums for dental insurance benefits.

Effective: **January 1, 2022.**

SEBB Dental Benefits & Plans

The same dental plans are available for 2022:

- Uniform Dental Plan (UDP): Group #09600
- DeltaCare: Group #09601
- Willamette Dental: Group WA 72

There are **no changes** with dental benefits for 2022.

No Change

Call the plan directly to verify which network your dentist participates in.

hca.wa.gov/sebb-benefits-admins/dental

SEBB Dental Plans: Reminder

DeltaCare and **Willamette Dental Group** are managed-care plans.

- Must choose a primary dental provider within the network
- Plans will **not** pay claims for providers outside of their network

Uniform Dental Plan (UDP) is a preferred-provider plan.

- May choose **any** dental provider
- Lower out-of-pocket costs for network providers

SEBB Dental Plans: Reminder

Delta Dental of Washington administers both:

- DeltaCare
 - Managed care plan
- Uniform Dental Plan (UDP)
 - Preferred-provider plan

The network of providers are different

- Call the plan directly to verify which network your dentist participates in
- Visit the contact the plan section of the SEBB webpage for plan contact information



2022 SEBB Vision Plans

Eligible school employees pay no monthly premiums for vision insurance benefits.

Effective: **January 1, 2022.**

SEBB Vision Benefits & Plans

The same vision plans are available for 2022:

- Davis Vision
- EyeMed Vision Care
- MetLife Vision

There are **no changes** with vision benefits for 2022.

No Change

Call the plan directly to verify which network your provider participates in.
hca.wa.gov/sebb-benefits-admins/vision



2022 Life & Accidental Death and Dismemberment (AD&D) Insurance

Eligible school employees pay no monthly premiums for basic life and basic AD&D insurance benefits.

Effective: **January 1, 2022.**

Supplemental Life and AD&D

Supplemental life and AD&D insurance rates will **remain the same** for the 2022 plan year.

- Unless an employee changes age bracket, increases their coverage.
 - Life insurance rate increase becomes effective January of following year

Reminder: Employees can log in to view current coverages and update beneficiaries.

- Visit MetLife MyBenefits portal at mybenefits.metlife.com/wasebb or
- Submit a *Group Term Life Insurance Beneficiary Designation* form to MetLife.

No Change



2022 Long-Term Disability (LTD) Insurance

What's NEW for 2022 Plan Year?

Changes effective: **January 1, 2022.**



Language Update

“Employer-paid” LTD

Previously referred to as
“**Basic**” Long-Term Disability (LTD)
Coverage

“Employee-paid” LTD

Previously referred to as
“**Supplemental**” Long-Term Disability
(LTD) Coverage

Employer-Paid LTD Coverage: No Change

2022 (Employer-paid LTD)

Minimum Benefit
\$100/month

Maximum Benefit
(\$400/month)

60 % of the first \$667 of your predisability earnings (monthly base pay), reduced by deductible income.

2022 (Benefit-Waiting Period)

Benefits start after the benefit-waiting period, which is the longer of:

- 90 days
- Period of sick leave (excluding shared leave) for which you are eligible under your employer's sick leave, paid time off (PTO), or other salaried continuation plan (excluding vacation leave), and/or
- Period of Washington Paid Family and Medical Leave for which you are receiving benefits.

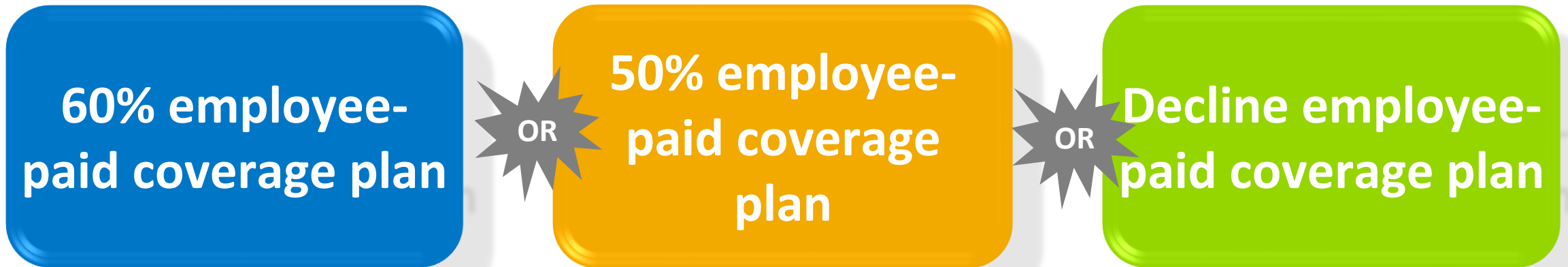
No Change

Employer-paid LTD coverage does not require EOI and cannot waive.

hca.wa.gov/sebb-benefits-admins/additional-benefits

Employee-Paid LTD Coverage Options

All eligible school employees will be offered **three options**:



School employees who decline will remain enrolled in employer-paid LTD coverage.

2022 New LTD Rates

Rates			
Age	Current Rates	60% Benefit (default)	50% Benefit (buy down)
<30	0.14%	0.11%	0.07%
30-34	0.19%	0.15%	0.09%
35-39	0.29%	0.23%	0.14%
40-44	0.41%	0.32%	0.19%
45-49	0.56%	0.44%	0.26%
50-54	0.77%	0.60%	0.36%
55-59	0.93%	0.72%	0.44%
60-64	0.96%	0.75%	0.45%
65+	0.98%	0.76%	0.46%

Auto-Enrollment: Eligible Employees

At the beginning of annual open enrollment, All *eligible school employees:

Not Currently Enrolled
in employee-paid LTD

Will be auto-enrolled
Employee-paid 60% coverage plan
EOI not required
Effective date January 1, 2022

Currently Enrolled
in employee-paid LTD

Remain enrolled
Employee-paid 60% coverage plan

*Long-term disability (LTD) insurance is not offered to school employees engaged in local negotiations regarding SEBB Benefits.

EOI not required for auto-enroll in 60% or if elect 50% plan during Open Enrollment window

October 25 - December 31, 2021

All eligible school employees **must** choose to:

Remain enrolled in
the **60%** coverage
plan

OR

Elect the **50%**
employee-paid
coverage plan

OR

Elect to **decline**
employee-paid
coverage plan

Changes Effective January 1, 2022.

School employees can change their elections at any time but may be subject to EOI

How Do Employees Make Their Election?

October 25-November 22 (Annual OE)

- Employees may make election via:
 - SEBB My Account (SMA) (**preferred**)
or
 - Submit LTD Enrollment & Change form

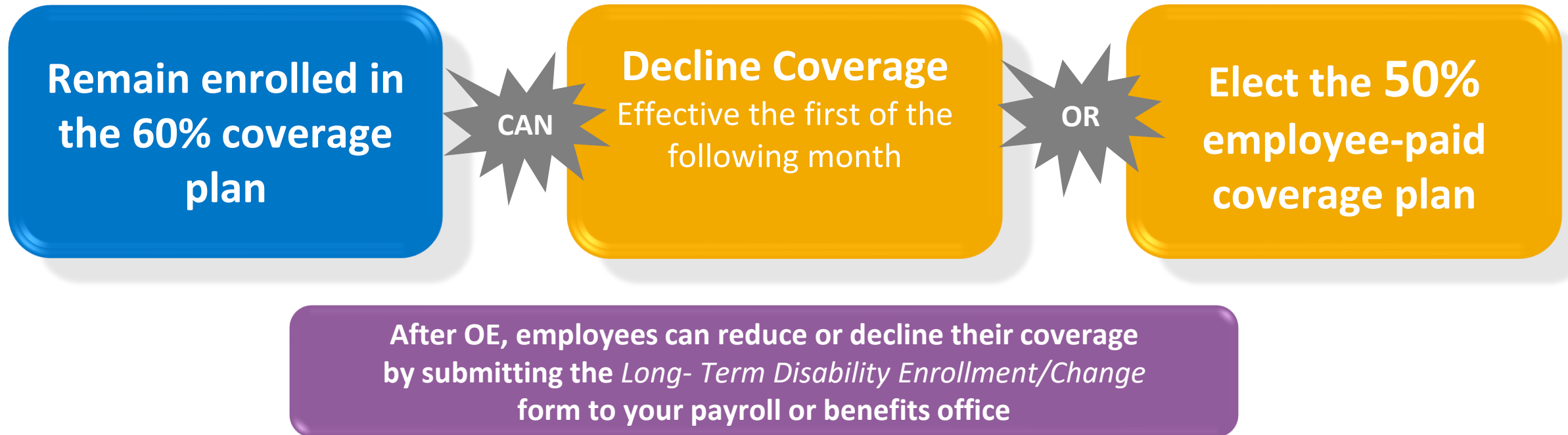
November 23 - December 31 (Change period)

- Employees must make election via:
 - Submit LTD Enrollment & Change form

SEBB My Account is the preferred method for making elections.

What Happens When No Action is Taken?

Eligible school employees who **did not** make an election as of **December 31, 2021:**



All employees have the right to file an appeal.

Starting January 1, 2022

All newly eligible school employees will be auto-enrolled in the 60% coverage plan:

Within the initial 31-day eligibility window:

- Must make an election (reducing or declining coverage) in SEBB My Account
- EOI not required for auto-enroll or electing 50% plan within 31-day eligibility window

**NO ACTION
REQUIRED**

to remain
auto-enrolled
in **60% coverage
plan**

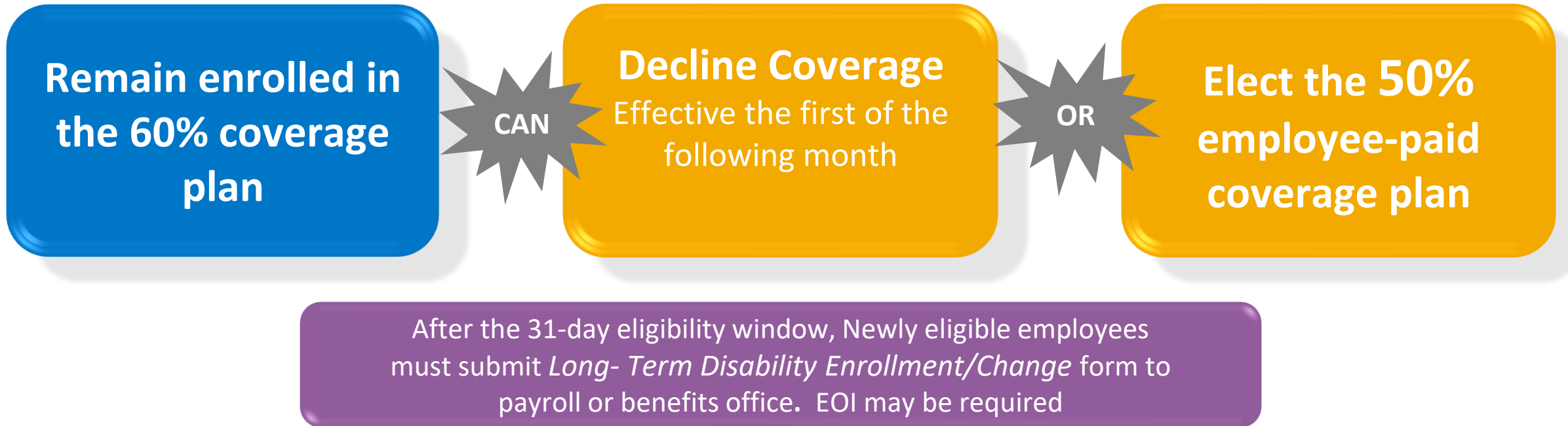
**Enroll in 50%
coverage plan**

OR

**Decline
employee-paid
LTD coverage**

What Happens When No Action is Taken?

All newly eligible employees who **did not** timely elect coverage during their initial 31-day eligibility window:



All employees have the right to file an appeal.

Starting January 1, 2022

Employees may elect to **reduce** employee-paid LTD to the 50% coverage plan without EOI or fully **decline** employee-paid LTD **at anytime**.

- Effective date will be the first day of the month following the date the employer receives the required election.

Employees who **increase** coverage from the 50% to 60% coverage plan, or access previously declined employee-paid LTD, will be subject to EOI.

- Effective date will be the day of the month the contracted vendor approves the required form.

How to Enroll in SMA

Washington State Health Care Authority
SCHOOL EMPLOYEES BENEFITS BOARD

SEBB About HCA Contact SEBB Sign Out

Dashboard Coverage Elections Manage Dependents Special Open Enrollment Profile Document Upload Premium Surcharge Attestations **Supplemental Coverage** Coverage Summary

Long term disability (LTD) insurance

Your supplemental coverage options

Employee-Paid long-term disability (LTD) insurance

The SEBB Program provides LTD insurance up to \$400 per month as a basic benefit for eligible employees. Eligible employees can purchase supplemental LTD insurance to protect more of their income in the event of a disability. Enrolling is simple; select the begin button below and click submit.

You are currently not enrolled in supplemental LTD

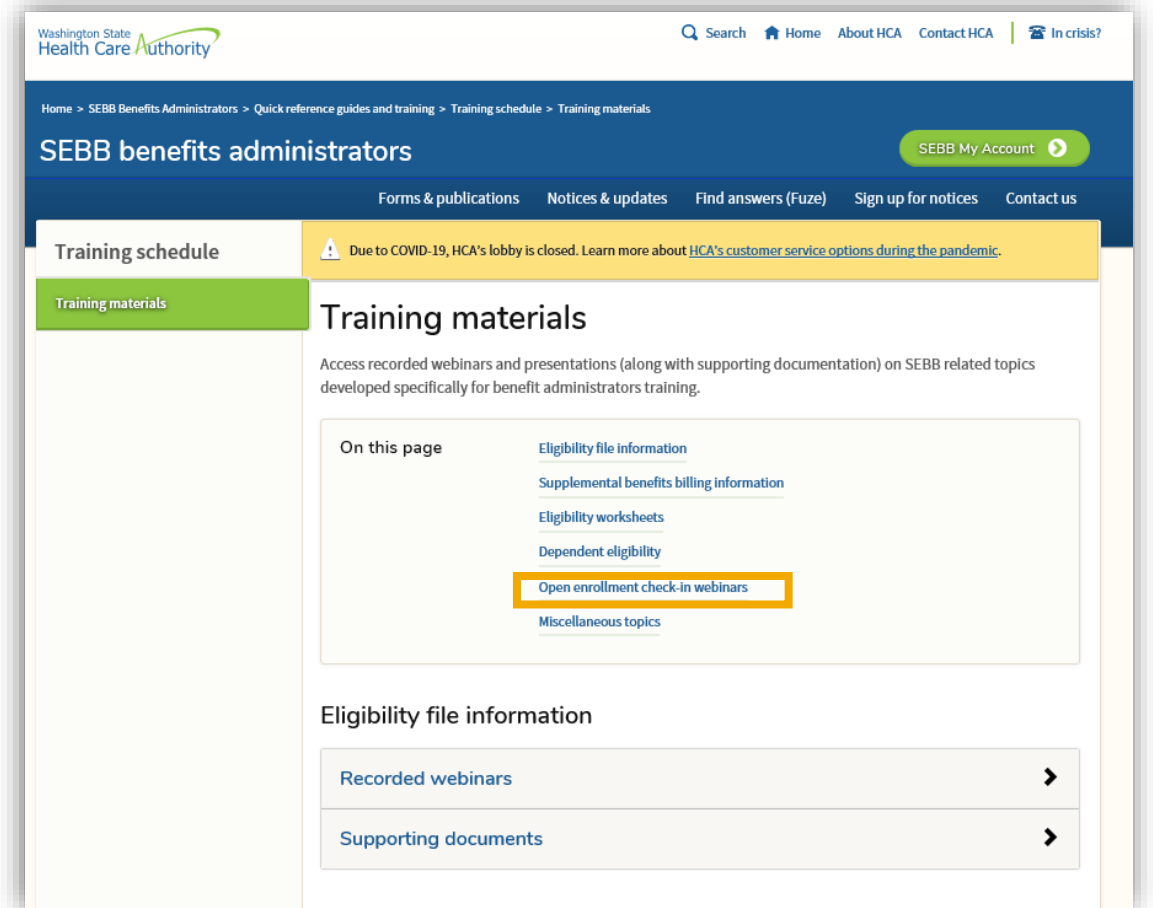
☒ Employee-paid (60% default plan)
☐ Employee-paid (50% default plan)
☐ Opt-out of employee-paid LTD

Submit

Watch LTD Video

Watch the LTD recording posted on the BA webpage for more information.

- Training materials
 - Open enrollment



Upcoming OE Webinars: LTD

Employees can watch a webinar about SEBB LTD Benefit.

- Standard is hosting webinars during open enrollment.

Registration is required on the OE webpage (LTD)

- Tuesday, October 26 at 4-5 p.m.
- Wednesday, November 10 at 12-1 p.m.
- Thursday, November 18 at 4-5 p.m.

The screenshot shows the 'Employee and retiree benefits' webpage. The main navigation bar includes links for 'Forms & publications', 'News', 'Wellness', 'PER Board', 'SEB Board', 'Rules & policies', and 'Contact'. A sidebar on the left lists various benefit categories, with 'Long-term disability (LTD) insurance' highlighted. The main content area features a video player for 'Long Term Disability Insurance' with a play button. Below the video is an 'About Standard' section describing the company's commitment to employee well-being. To the right, there is a 'Contact information' section with a phone number and website link. At the bottom, a '2022 information' section lists upcoming webinars with dates and times, and a link to register.

Can't make a live webinar? Watch a recorded presentation

hca.wa.gov/employee-retiree-benefits/sebb-virtual-benefits-fair/long-term-disability-ltd-insurance



Let's take a 5-minute break!



2022 Medical Flexible Spending Arrangement (FSA) and Dependent Care Assistance (DCAP) Program

Effective: **January 1, 2022.**



Contribution Limits for 2022



Medical Flexible Spending Arrangement (FSA)

- Minimum annual contribution
 - **\$120** (down from \$240)
- Maximum annual contribution
 - \$2,750

Dependent Care Assistance Program (DCAP)

- \$5,000 annually
 - Single person **or**
 - Married couple filing a joint income tax return
- \$2,500 annually
 - Each married participant filing separate income tax returns

Visit Navia website for more information.

<https://sebb.naviabenefits.com/>



Medical FSA or DCAP



SEBB eligible employees **may**:

- Enroll or re-enroll every year in a Medical FSA and/ or DCAP during annual OE to participate
 - Even if the contribution amount remains the same
 - Enrollment does not automatically continue year to year

Medical FSA

SEBB eligible employees **may not:**

- Enroll in a Medical FSA and UMP's HDHP with an HSA at the same time.
 - Employees who enroll in both:
 - Dis-enrolled from the Medical FSA by December 31, 2021
 - Remain enrolled in the HDHP w/ HSA
- Enroll or re-enroll in a Medical FSA if:
 - Employee or spouse/SRDP is enrolled in a HDHP in 2022
 - May enroll in DCAP

Medical FSA Deadlines



Current members have deadlines:

- Medical FSA expenses may be incurred through **March 15, 2022**.
- Employees must submit all claims for reimbursement by **March 31, 2022**. (Medical FSA).
- Funds not claimed by **March 31, 2022**, cannot be refunded
 - Unused balances are forfeited to the plan administrator (HCA)
 - Employees will not be able to claim forfeited funds.
 - No end of year 2021 unused funds carryover
 - In 2022, unused funds (up to \$550) will carry over
 - Must enroll in the 2023 plan year or have minimum \$120 left in their 2022 FSA.

Medical FSA Deadline cont.



Exception:

- March 2022 deadlines do not apply if an employee has a Medical FSA in 2021 and enrolls in UMP's HDHP with an HSA for 2022.
 - Employees must use all their 2021 Medical FSA funds and have all claims paid by **December 31, 2021**.
 - If not, employer or employee cannot contribute to the Health Savings Account until **April 1, 2022**.

DCAP Deadlines

Current members have deadlines:

- Special allowance for 2021 DCAP enrollees
 - As a result of the COVID-19 pandemic, the SEBB Program is allowing employees an **extra 12 months** to spend their 2021 DCAP funds.
 - Employees enrolled in a DCAP for 2021 and have funds remaining:
 - Can keep incurring expenses during 2022.
 - Submit claims through **December 31, 2022**.
 - Unused balances are **not** forfeited to the plan administrator (HCA) on December 31, 2021.



Flexible Spending Arrangement (FSA) Changes for 2022

What's New in 2022?

Effective: **January 1, 2022.**



What's New in 2022?

CURRENT

1. Medical Flexible Spending Arrangement (FSA)
2. Dependent Care Assistance Program (DCAP)

NEW IN 2022

3. Limited Purpose Flexible Spending Arrangement (LPFSA)

What is a Limited Purpose FSA?



A **Limited Purpose FSA** is a personal expense account that works with your health savings account (HSA) plan, allowing you to set aside a portion of your salary pre-tax to pay for eligible **dental and vision expenses only**.

Available to eligible employees who are enrolled in a High deductible health plan (HDHP) with a health savings account (HSA).

What's New in 2022?



Limited Purpose FSA:

- Intended for employees enrolled in UMP High Deductible w/HSA.
- Pre-funded benefit meaning full annual election amount available anytime
 - Regardless of amount contributed
- Same as Medical FSA \$120 minimum, \$2750 maximum contribution limit
- Cannot have both a Medical FSA and a Limited Purpose FSA
- Employees can use their HSA funds for healthcare expenses

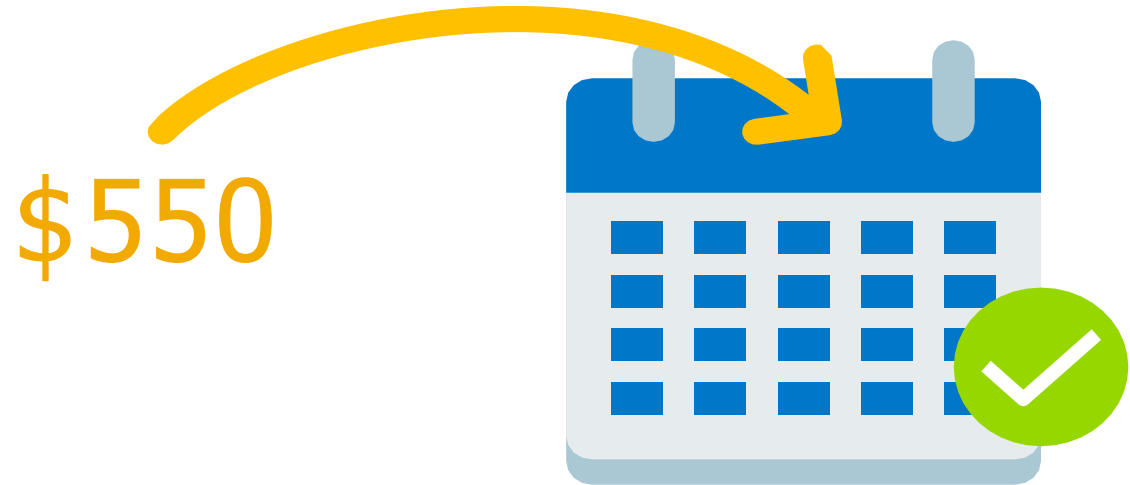
Covers dental and vision expenses of your spouse and qualified tax dependent(s)
docs.naviabenefits.com/files/SEBB-Limited-Purpose-FSA-Handout.pdf



What's New in 2022? cont.

Unused funds (up to \$550) can be carried over and made available for the 2023 plan year.

- No more grace period
- New Carryover feature



How Does Carryover Work?



- Employees can carryover (up to \$550) of unused funds at the end of 2022 plan year.
 - Any funds above \$550 will be forfeited
- To receive the carryover, employee must enroll in the 2023 plan year or have minimum \$120 left in their 2022 FSA.
- Carryover applies to the Medical FSA and the Limited Purpose FSA
- Does **NOT** apply to DCAP

How Does Carryover Work? cont.



- Replaces the 2.5-month grace period feature
- Last day to incur services will be **December 31, 2022.**
- Last day to submit reimbursement claims will remain **March 31, 2023.**

2021 Plan Year	
Start Date	01/01/2021
End Date	12/31/2021
Last day to incur	03/15/2022
Last day to submit	03/31/2022

2022 Plan Year	
Start Date	01/01/2022
End Date	12/31/2022
Last day to incur	12/31/2022
Last day to submit	03/31/2023

Carryover & HDHP

- Employees who enroll in the High Deductible Health Plan (HDHP) with a health savings account (HSA) in 2023 will still be eligible to receive the carryover

Leftover 2022
Medical FSA funds



2023 Limited
Purpose FSA

- No action is required from the employee
- Unlike the Medical FSA, employees can participate in the Limited Purpose FSA and the HSA in the same plan year
- Employees who enroll in a HDHP with an HSA for 2023, Can **NOT** enroll in a Medical FSA.

Selected Eligible Expenses

Which Kind of FSA Covers What?		
Selected FSA-eligible Expenses	Limited Purpose FSA	Medical FSA
Vision Co-Payment	✓	✓
Deductable for dental plan	✓	✓
OTC Teeth Pain Products	✓	✓
Eye Exams	✓	✓
Contacts and Eye Glasses	✓	✓
Lasik	✓	✓
Orthodontia	✓	✓
Prescription Sunglasses	✓	✓
Reconstruction (including implants)	✓	✓
Ambulance	✗	✓
Wheelchair and repairs	✗	✓
Hip Replacement	✗	✓
Midwife	✗	✓
Medical Lab	✗	✓

Timing of the Carryover



- All 2021 medical FSAs will be subject to the 2.5-month grace period
- This fall, participants who enroll in 2022 FSA accounts are subject to a carryover, not a grace period
- The first carryover for SEBB will be January 2023.

Enrollment Options

SEBB Eligible school employees have three enrollment options:

- **No later than 31 days** after becoming eligible for SEBB benefits.
 - Submit Enrollment Form to your benefits office
- **During the SEBB Program's annual open enrollment.**
 - Visit the online portal at sebb.naviabenefits.com
- **No later than 60 days** after a qualifying event that creates a SOE.
 - Submit Change of Status Form Enrollment Form to your benefits office

Employee may edit or remove their election through the end of the SEBB annual open enrollment:

- October 25 - November 22, 2021

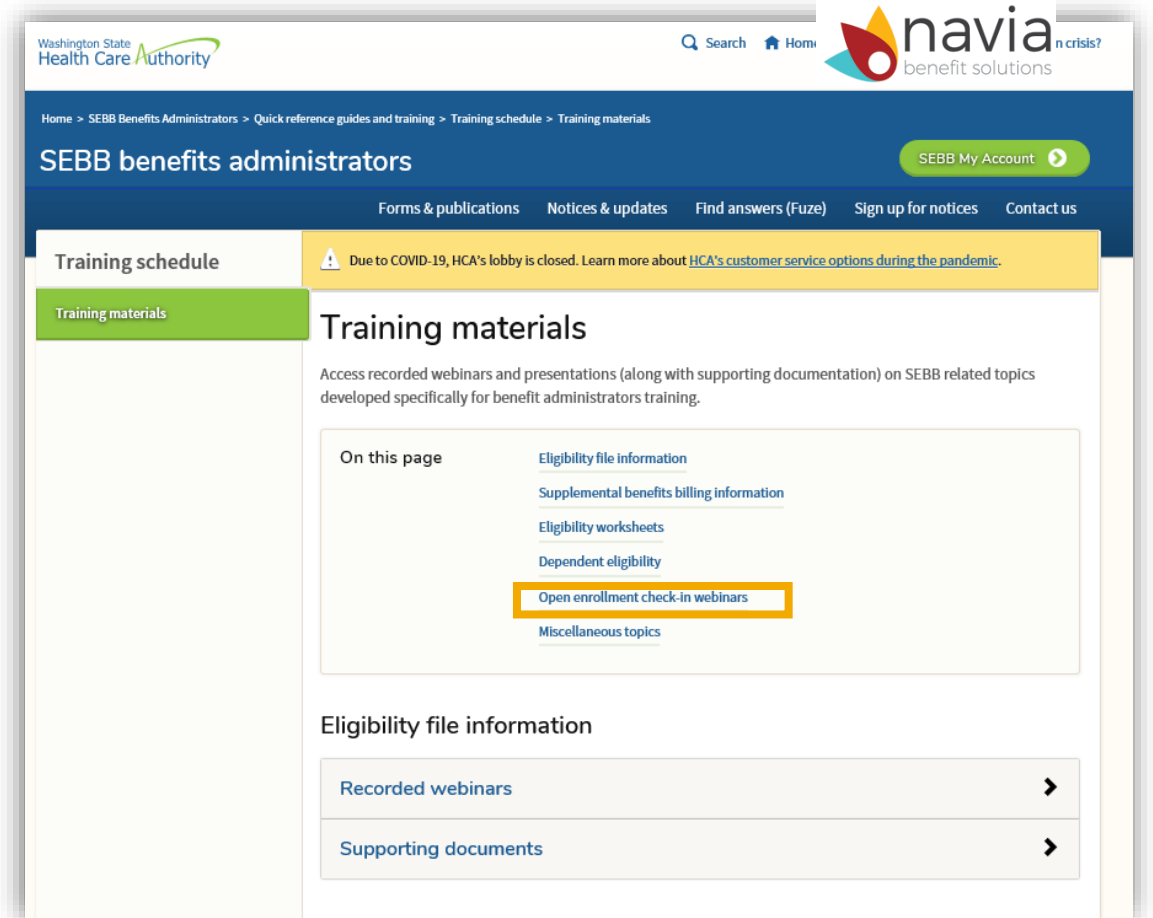
SEBB FSA/LPFSA/DCAP Training Webinar

Register on the BA webpage for the Navia FSA/DCAP webinar on:

- **Friday, October 22 at 10-11 a.m.**
- Hosted by O&T and presented by Navia Benefit Solutions.

Watch a recording posted on the BA website.

- Training materials
 - Open enrollment



Upcoming OE Webinars: FSA/LPFSA/DCAP

Employees can watch a webinar about SEBB Benefit FSA/DCAP.

- Navia Benefit Solutions is hosting webinars during open enrollment.
- Learn about the Limited Purpose FSA.

Registration is required on the OE webpage (Medical FSA)

- Tuesday, October 26 at 4 p.m.
- Tuesday, November 9 at 4 p.m.



The screenshot shows the 'Employee and retiree benefits' webpage. The main navigation bar includes links for Forms & publications, News, Wellness, PEB Board, SEB Board, Rules & policies, and Contact. A sidebar on the left lists various benefit categories, with 'Medical Flexible Spending Arrangement (FSA)' highlighted in orange. The main content area features a banner for the 'Medical Flexible Spending Arrangement (FSA)' with a photo of a woman and children. Below the banner, there is a section titled 'About Navia Benefit Solutions' explaining the Medical FSA program. To the right of the banner, there is a 'Need more assistance?' section with a link to 'Ask Alex!'. At the bottom, there is a '2022 information' section with links to 'Enrollment guide 2022', 'Summary flyer', and 'Eligible expenses'. A 'Upcoming webinars' section is also visible at the bottom of the page.

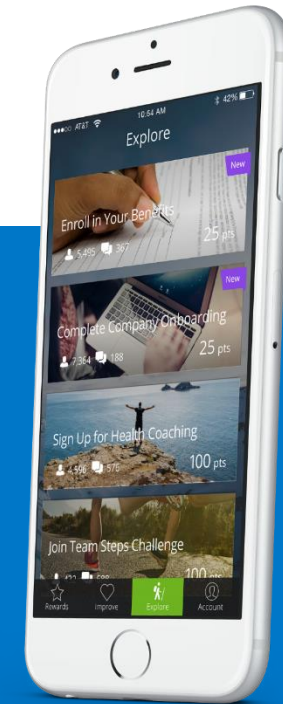
Can't make a live webinar? [Watch a recorded presentation](#)

hca.wa.gov/employee-retiree-benefits/sebb-virtual-benefits-fair/medical-flexible-spending-arrangement-fsa



SmartHealth

Smart [heart] Health



SCHOOL EMPLOYEES BENEFITS BOARD

SmartHealth

The \$125 SmartHealth incentive **remains the same** for 2022

- Deadlines for completing the financial incentive requirements:
 - Subscribers continuing enrollment in medical or enrolling in SEBB medical with an effective date in Sept 2022
 - Deadline: **November 30, 2022**
 - Subscribers enrolling in medical with an effective date in Oct – Dec 2022
 - Deadline: **December 31, 2022**

No Change



2022 Rule Changes

Newly married or registered SRDP changes

New Cross Program dual enrollment rules

Effective: **January 1, 2022.**

Newly Married or Registered SRDP Changes

Eligible school employees who wish to enroll a newly married or State Registered Domestic Partner (SRDP) will **NOT** have to provide evidence that the marriage is still “valid”.

“Newly” means within the **last 6 months**.

Example:

Newly hired employee
married within the last 6
months wishes to enroll their
spouse

Only required to provide the
Marriage Certificate. (No
evidence that the marriage is
still valid is required. (e.g.,
utility bill, bank statement)



New Cross Program Dual Enrollment Rules for 2022?

Annual Open Enrollment: **October 25 - November 22, 2021.**

Changes effective: **January 1, 2022.**

What's Changing?

Starting **January 1, 2022.**

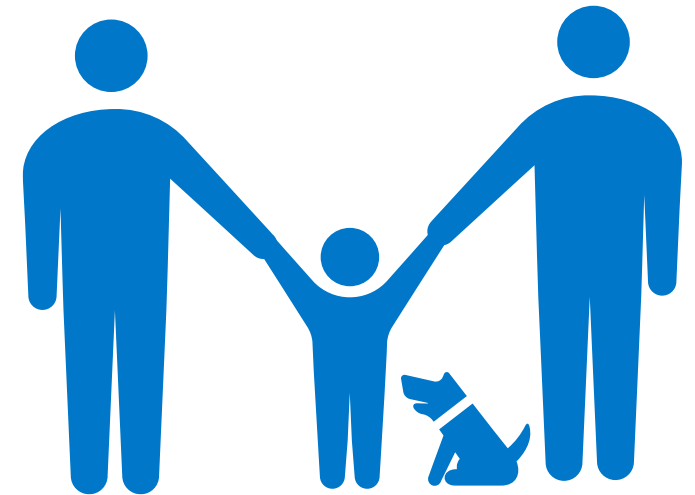


What Does Dual Enrollment Mean?

An employee or dependent is dual enrolled if they are enrolled in medical, dental, or vision coverage under both the SEBB and PEBB Programs, or coverage under two accounts in either program.

Types of dual enrollments include:

- SEBB employee & PEBB employee
- SEBB/PEBB employee & SEBB/PEBB dependent
- SEBB dependent & PEBB dependent



When Enrolled in Both PEBB & SEBB

Eligible school employees **must** elect benefits for themselves and their eligible dependents in **only one program**:

SEBB Program School employee

Limited to a Single Enrollment:

Medical
Dental
Vision

OR

PEBB Program Employee

Limited to a Single Enrollment:

Medical (including vision)
Dental

Changes Effective: January 1, 2022.

Employee Responsibility

Employees **must choose** either the PEBB Program or SEBB Program for their medical, dental, and vision plans:

**During Annual
Open Enrollment**

**October 25-
November 22, 2021**

• Take no action to **remain enrolled** in program of choice

• **Enroll** in one program of choice via:

- SEBB My Account or
- PEBB Employee Enrollment/Change Form

• **Waive** enrollment in the other program via:

- SEBB My Account
- PEBB My Account, or
 - PEBB Employee Enrollment/Change Form

Employees will remain enrolled in basic life, AD&D and employer-paid LTD in both programs.

What Happens When No Action is Taken?

School employees who **do not resolve** their dual enrollment by the end of annual open enrollment (**November 22, 2021**) may be:

Auto-enrolled along with
their dependents into one
program

OR

Auto-disenroll along with
their dependents from the
other program.

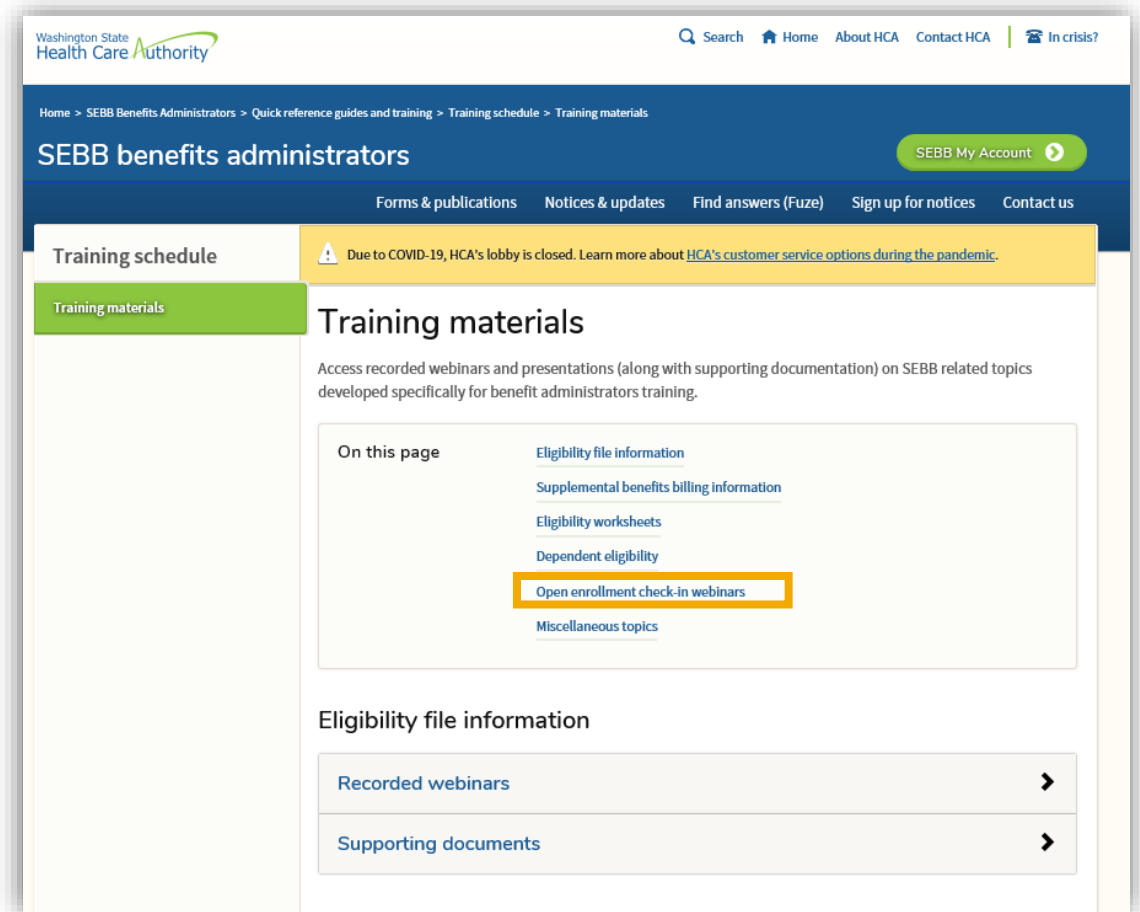
Effective January 1, 2022.

Determined according to certain guidelines and principles.
per WAC 182-31-070(6)).

Watch New Dual Enrollment Rules Video

Watch the Dual Enrollment rules recording posted on the BA webpage for more information.

- Training materials
 - Open enrollment



Employer Actions

- Communicate to employees how to resolve dual enrollments during OE period **October 25 - November 22, 2021**.
 - SEBB Dual enrollment letters mailed to school employees dual enrolled on **October 22, 2021**. Reminder letters mailed on **November 8, 2021**.
- Communicate consequences when no action is taken by an employee to resolve dual enrollment by **November 22, 2021**.
 - Communicate to employees to follow the instructions on the appeals form sent by the SEBB program.
- List of impacted employees/ dependents will be available in SMA.
 - Dual Enrollment by SEBB Org Report

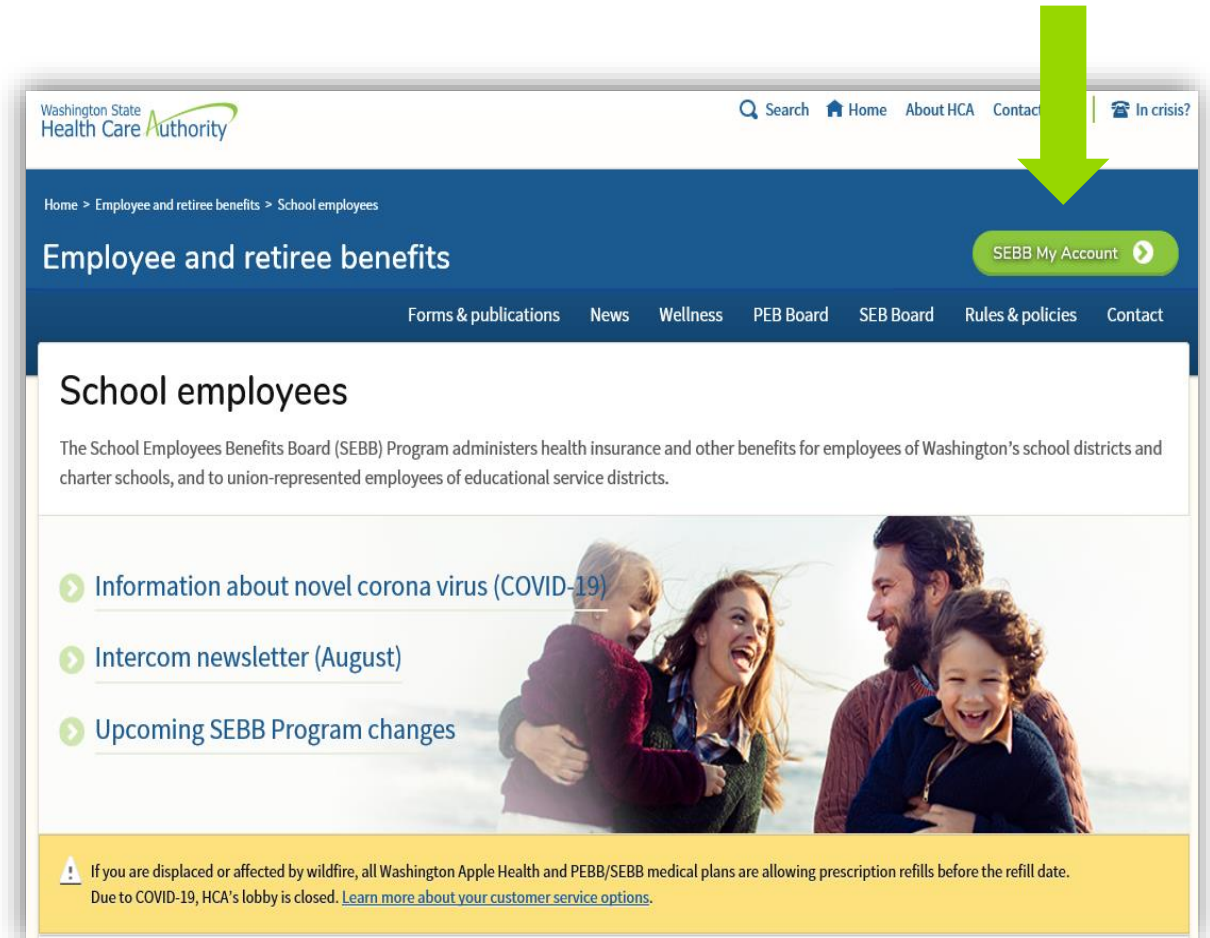


SEBB My Account (SMA)

How Do Employees Log into SMA?

Online via SEBB My Account:
myaccount.hca.wa.gov/auth

- Visit SMA online at myaccount.hca.wa.gov
- Click Employee/Subscriber green button.
- Directed to SecureAccess Washington (SAW) website.
- Enter SAW login information.
 - Click Sign Up! To create a new SAW account.



What Can Employees Do in SMA During OE?

Employees may use SMA to:

- Enroll or change medical, dental and vision plans
- Waive SEBB medical coverage
- Add or remove dependents
- Upload documents to prove eligibility
- Attest to spouse or SRDP premium surcharge
- Enroll in employee-paid long-term disability insurance
- Access vendor websites to enroll in supplemental coverage (e.g., life)
- Subscribe to emails from the SEBB Program.

What Can Employees Do in SMA Year-Round?

Employees may use SMA to:

- View coverage information (employees and dependents)
- View basic employer-paid life and AD&D information (employees only)
- View LTD insurance information (employees only)
- Download statement of insurance
- View premium surcharge attestations (if applicable)
- Make changes to tobacco use premium surcharge attestation (if applicable)
- Make changes based on qualifying events specified in the SEBB Program rules (SOE)

What Can Employees Not Do in SMA?

Employees may **not** use SEBB My Account to:


- Make an address change
- Make life insurance changes
- Enroll in a Medical FSA, Limited Purpose FSA or DCAP
- Change HSA contributions

Statement of Insurance

Employees may print a Statement of Insurance (SOI)

Subscriber's Current Coverage

This page displays coverage effective as of today. Your open enrollment benefits will be in effect January 1, 2020. Please see [Coverage Elections for Open Enrollment selections](#).

 Statement of Insurance

Use this page to perform the following actions:

- Review subscriber's current account information and coverage selections
- View subscriber's Statement of Insurance
- Subscribe or unsubscribe from email notifications
- Review subscriber enrollment

Trouble Logging into SMA

SMA requires BAs to have "Access Management" role

- View enrollment and eligibility data for subscribers
- Access to reports

+ Add system user

First name	Last name	Email	Access Management	Admin	Edit	Finance	Read Only	Access Ended	Manage
Jane	Doe	janed@abcschools.c	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<div>Save</div>

+ Manage API access

Trouble Logging into SMA

1. Click 'Manage Subscribers'
2. Enter employee search criteria & click search
3. Verify employee identity and information. (SSN/ DOB)
4. Check the box next to employee's name.
5. Click 'Disassociate this subscriber account?'

ABERDEEN SCHOOL DISTRICT 005

Manage subscribers

Use this section to perform the following actions for subscribers (employees):

- Review your subscriber's current account information and coverage selections.
- View and/or print your subscriber's Statement of Insurance.
- Review your subscriber's enrollment, dependents and benefit elections.

t Search Add new subscriber Manage associated subscriber

First name	Middle name	Last name	SSN	Birth date	Member type	Employer name
<input checked="" type="checkbox"/> Tester	H	McGee	XXX-XX-5309	10/12/1961	Subscriber	ABERDEEN SCHOOL DISTRICT 005

1 - 1 of 1 items

Disassociate this subscriber account?

The member will be prompted to re-claim their account upon next login.

Important Note: Disassociating the subscribers account does not affect enrollment, it simply releases the log in to be reclaimed by the subscriber.

hca.wa.gov/sebb-benefits-admins/manuals#sebb-my-account

Need Help with SEBB My Account?

Contact our call center for help:

- **October 25** through **November 22, 2021.**
- 1-855-548-3100
- Monday through Friday, 8 a.m. to 5 p.m., for help with:
 - Secure Access Washington (SAW) registration
 - SEBB My Account screen navigation
 - Uploading documents



Contact Information

Who to Contact with Questions?

Employees should **contact the BA** directly for help with:

- Eligibility, enrollments, or changes to accounts
- Premium surcharge questions
- Updating name, address, phone number and email
- Adding or removing dependents
- Payroll deduction information
- Getting paper forms

Who to Contact with Questions? cont.

Employees should **contact the plans** directly for help with:

- Benefit coverage questions
- ID cards
- Claims
- Making sure doctor or dentist contracts with the plan
- Choosing a doctor or dentist
- Making sure prescriptions are covered

Who to Contact with Questions? cont.

Contact **HealthEquity** about:

- Health Savings Account (HSA) for UMP High Deductible Health Plan
 - learn.healthequity.com/sebb/hsa or 1-844-351-6853

Contact **MetLife** about:

- Life insurance & AD&D insurance
 - metlife.com/wshca-sebb or 1-833-854-9624

Contact **Navia Benefit Solutions** about:

- Medical or Limited purpose FSA and DCAP
 - sebb.naviabenefits.com or 1-800-669-3539

Who to Contact with Questions? cont.

Contact **The Standard Insurance Company** about:

- Long-term disability insurance
 - standard.com/employee-benefits/washington-state-hca-sebb or 1-833-229-4177

Contact **SmartHealth Wellness Program**

- hca.wa.gov/sebb-smarthealth or 1-855-750-8866
- support@limeade.com

Find websites, phone #'s, and mailing addresses at:

- hca.wa.gov/employee-retiree-benefits/sebb-open-enrollment



Reminders, Tips & Resources

Dependent Verification (DV): Reminder

DV is due at the same time as other required enrollment forms

- No later than **31 days** after the date of eligibility
- No later than **60 days** after the special open enrollment event
- No later than **November 22, 2021**, during annual open enrollment

Follow-up with employees when DV documents are:

- Not submitted by the employee, or
- Are invalid, illegible or incomplete

FUZE Tips

When sending FUZE messages, please remember the following:

- Include full details, **including your SEBB Org within the signature block**, in the message
 - Employee first, last name, DOB and Full SSN
- Choose category based on the scenario/question
- Please respond within same FUZE for additional information on the same message
 - FUZE messages get auto assigned to staff
 - O&T responds in the order in which the FUZE is received
- Please **do not reply** to a FUZE once the incident has been resolved
 - (e.g., Thank you, Much appreciated)

Thank you,
Lauren Brown
Harrison School District

FUZE Tips: Reminder

Please **do not share** the following:

- SEB Division Outreach and Training 1-800-700-1555 number
 - Benefit Administrators **only**
- PEB Division Customer Service 1-800-200-1004 number
 - Retiree, COBRA and continuation coverage members **only**
- Outreach and Training FUZE
- O&T staff email addresses or direct phone numbers

BA's should be the first point of contact for employee inquires.

BA Resources

SEBB BA website

- hca.wa.gov/sebb-benefits/admin

Outreach & Training

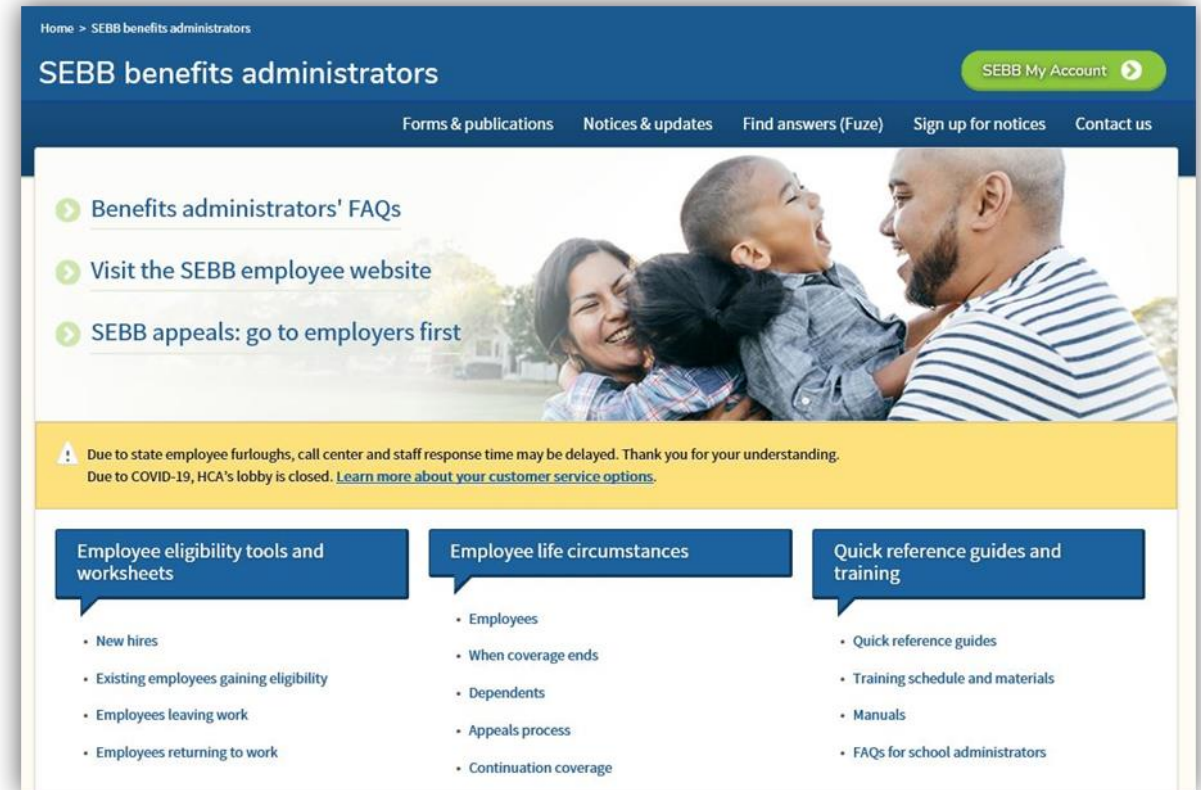
- 800-700-1555 or via FUZE

Register for GovDelivery

- Notices and updates

Register for FUZE

- Find answers (FUZE)
- Secure messaging system



Important websites during OE

Open enrollment (SEBB)

hca.wa.gov/employee-retiree-benefits/sebb-open-enrollment

- Information about plan changes, premiums, Summaries of Benefits and Coverage (SBCs), links to plan pages, benefits comparisons, plans by county.

Open enrollment webinars (SEBB)

hca.wa.gov/employee-retiree-benefits/open-enrollment-webinars-sebb

- Includes webinar information for all carriers who are hosting or have provided recorded presentations.

Virtual benefits fair (SEBB)

hca.wa.gov/employee-retiree-benefits/virtual-benefits-fair-sebb

- 2022 virtual benefits fair information is added here. The carrier's benefit materials and webinar information is also available here.

Upcoming Webinars

October 22: SEBB FSA/DCAP OE Training

Where to register:

- hca.wa.gov/sebb-benefits-admins/training-schedule



OE webinars: Medical plans, dental plans, additional benefits

To view the schedule and register:

hca.wa.gov/employee-retiree-benefits/open-enrollment-webinars-sebb

All O&T webinars are recorded and posted to the BA website.

hca.wa.gov/sebb-benefits-admins/training-schedule

Q&A

We will now address some of the questions that did not get answered during the webinar.

- Any questions that do not get addressed today will be responded to by phone, email or FUZE
- Employee specific questions or scenarios should be sent through FUZE

After the webinar, participants will receive a follow up email that includes a brief survey. We would greatly appreciate your feedback.

Thank you for participating!

